

29 September 2015

Personal and Confidential

John Risley
757 Bedford Highway
Halifax
NS B4A 3Z7
Canada

Dear John,

**Amendment to your Letter of Appointment with the Company dated 31 March 2015
(your "Letter of Appointment")**

I refer to your Letter of Appointment.

As approved by the Board of Directors on 14 September 2015, with effect from 1 October 2015 the annual fees payable to you under your Letter of Appointment will be increased from £65,000 to £75,000.

For the avoidance of doubt, there are no other changes to your Letter of Appointment.

Yours sincerely,



Clare Underwood
Company Secretary